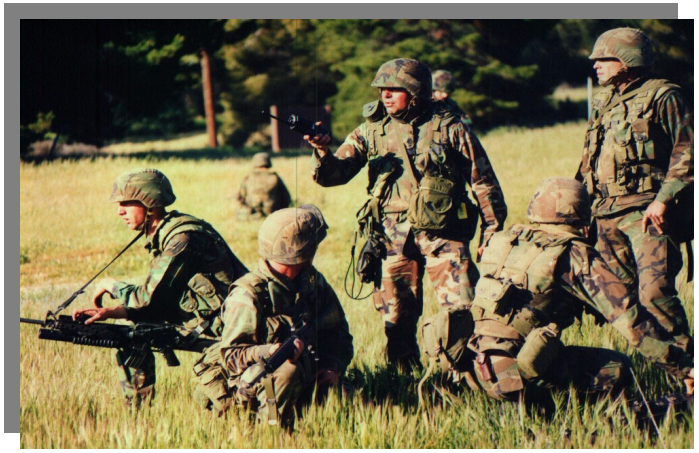
Ground Training Branch

Front-End Analysis (FEA)

Kick Off Meeting



Training and Education Command (C 469)

FRONT-END ANALYSIS

- MCO 1200.13F, Marine Corps Front-End Analysis (FEA) Program
- Acquisition of empirical job performance data
- Utilizes Task Inventory/Cluster Analysis methodology

FEA STEPS

- **Task Inventory Development**
  - Set of tasks for each MOS and the varying grade levels within each MOS
  - Tasks should describe functional performance of job (or MOS) under study
  - Primary mechanism that analysis efforts revolve around
- **Sample Design**
  - Provide quantifiable, statistically reliable data
  - Degree of confidence and precision (95% and .05)
  - Representative sample (BMOS, grade level, command, geographic location)

FEA STEPS

- **Survey Questionnaire Booklet**
  - Background Information
  - Task Performance Data
  - Training Emphasis Data
  - Training Comments
- **Survey Administration**
  - On-site visits and mail-out surveys
  - East Coast, West Coast, and Okinawa
  - FMF Units
  - Supporting Units

FEA STEPS

- **Data Processing**

  - CODAP Job Analysis Software to automate, process, organize, and report data

  - Job clustering process distinguishes task performance

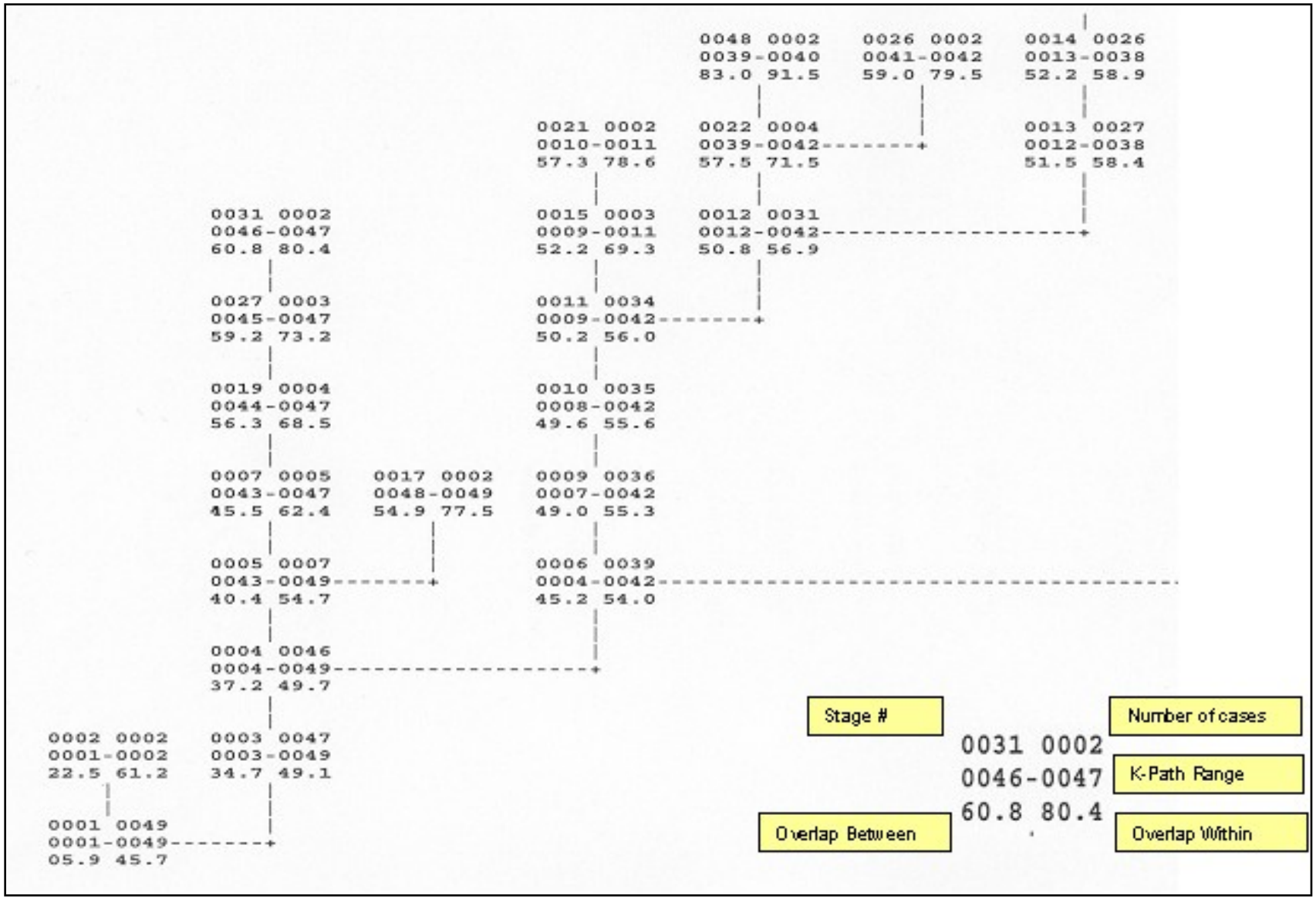
  differences and similarities between MOSs, grade-

  levels, billets, commands, locations

FEA STEPS

- **Data Analysis**
  - Occupational Analysis
    - Identifies task performance by MOS/grade-level
    - Findings compared to current OccFld structure
  - Training Analysis
    - Identifies lowest grade required to demonstrate proficiency for each task
    - Recommends core/core plus tasks for entry-level and skills progression MOSs
    - Recommends where tasks should be trained

FEA STEPS


0048 0002
0039-0040
83.0 91.5
0026 0002
0041-0042
59.0 79.5
0014 0026
0013-0038
52.2 58.9
0021 0002
0010-0011
57.3 78.6
0022 0004
0039-0042
57.5 71.5
0013 0027
0012-0038
51.5 58.4
0031 0002
0046-0047
60.8 80.4
0015 0003
0009-0011
52.2 69.3
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0012-0042
50.8 56.9
0027 0003
0045-0047
59.2 73.2
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0009-0042
50.2 56.0
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56.3 68.5
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0008-0042
49.6 55.6
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54.9 77.5
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49.0 55.3
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40.4 54.7
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45.2 54.0
0004 0046
0004-0049
37.2 49.7
0002 0002
0001-0002
22.5 61.2
0003 0047
0003-0049
34.7 49.1
0001 0049
0001-0049
05.9 45.7
Stage #
Number of cases
0031 0002
0046-0047
60.8 80.4
K-Path Range
Overlap Between
Overlap Within

FEA STEPS

- **FEA Report**
  - Executive Summary
  - Occupational Analysis Report
  - Training Analysis Report
  - MOS Task Recommendations
  - Miscellaneous Questions
- **T&R Conference**
  - Overview of FEA Process
  - Summary of Survey Findings
  - FEA analyst available to provide specific d